

Abstract

The issue of fair remuneration

The diploma thesis focuses on the issue of fair remuneration in the Czech Republic, or rather lack thereof. The aim of this paper is to outline and evaluate the legislation of fair remuneration that is currently in effect. It must be said that the current fair remuneration legislation, at the first sight, seems to be sufficient and effective in practice. However, that is not true yet, as one of the remaining issues of fair remuneration is the inequality in the remuneration of women and men, where women are generally paid less than men for the same work.

This thesis comprises of five chapters. The first chapter provides an overview and evaluation of the legislation of fair remuneration. The second chapter attempts to define the term “fair remuneration” while also outlining other key terms. In general, fair remuneration is such that is in absolute accordance with the current legislation. However, that does not guarantee that such remuneration would be perceived as fair by the employees themselves. Therefore, each employee should know how he or she is remunerated and what specific criteria affect the amount of his remuneration. It follows that each employer should have a transparent remuneration system in place, which would indicate which criteria play a role in determining the final amount of employee remuneration.

The third chapter focuses on protection against unfair remuneration and provides a guide for employees on how to protect themselves from unfair remuneration and discrimination. This chapter also discusses some of the most important decisions of the Court of Justice of the European Union as well as some decisions of the Czech courts. The next chapter then focuses on fair remuneration in practice and evaluates the remuneration of women in comparison to men. The last chapter provides some suggestions for improving the current legislation of fair remuneration.

Keywords

fair remuneration, pay discrimination, protection against unfair remuneration, equal pay for women and men